

A.D. 2.19, Employee Health - Prepared for signature 6/2/98 - effective 8/3/98

1. Policy. The Department shall endeavor to protect the public, staff and inmate population from any potential or existing public health risk by offering and/or mandating participation in the utilization of approved methods for a health examination, screening, or testing to prevent and/or eliminate the possible health threat.
2. Authority and Reference.
 - A. Connecticut General Statutes, Section 18-81.
 - B. United States Department of Health and Human Services Public Health Service, Centers for Disease Control, MMWR, May 12, 1989, Vol. 38, no. 18.
 - C. United States Department of Health and Human Services Public Health Service, Centers for Disease Control, MMWR, May 18, 1990, Vol. 39, no. RR-8.
 - D. American Correctional Association, Standards for Adult Correctional Institutions, Third Edition, January 1990, Standard 3-4060.
 - E. Administrative Directive 2.6, Employee Discipline.
3. Definitions. For the purposes stated herein, the following definitions apply:
 - A. Purified Protein Derivative (PPD). The substance used in a skin test to screen a person for the presence of tubercular bacilli antibodies.
 - B. Tuberculosis (TB). A medical condition caused by a bacteria called Mycobacterium tuberculosis which is transmitted from an infectious source to susceptible persons primarily through airborne means, e.g., coughing.
 - C. Tuberculosis Screening. The process of identifying infected persons at risk of disease who would benefit from preventive therapy, and to identify persons with clinical/active disease in need of treatment.
4. Administration of Health Testing. The Director of Health Services shall develop guidelines for conducting employee physical examinations, testing and screening. In the event that the Director determines that a health risk exists, or has the potential to exist, the Deputy Commissioner of Programs shall be notified. The Commissioner may mandate that any or all staff participate in any appropriate testing, screening, prevention effort and/or intervention that would lead to controlling and/or eliminating the health risk.
5. Employee Participation. The Department shall provide adequate information in order that an employee may make an informed decision. Every effort shall be made to supply the employee with written, visual, or verbal information to afford voluntary participation in any Department health testing or screening program. If the employee fails to comply with a mandatory testing program, the appropriate union shall be notified that the employee poses a potential threat to the health and safety of the work environment. Refusal to participate in any mandated testing or screening shall be, at a minimum, considered failure to follow an order and shall subject the employee to discipline in

accordance with Administrative Directive 2.6, Employee Discipline. Continued refusal to submit to testing or screening may lead to more severe discipline, up to and including dismissal.

6. Tuberculosis Testing and Screening. Tuberculosis testing and screening shall be required for continued employment with Department of Correction. Mandatory tuberculosis testing and screening for all employees shall be conducted annually or at such times as designated by the Commissioner. An employee may be exempt from an annual or mandated Tuberculosis test if the employee submits the following:
 - A. Documentation of: (1) previous positive skin test using the Mantoux (PPD) TB skin test method, with indication of millimeters of induration; or (2) negative chest x-ray.
 - B. Documentation of: (1) current, (within six (6) months) Mantoux (PPD) skin test conducted outside the Department of Correction or completed within the Department of Correction; and (2) negative chest x-ray.
 - C. Documentation from a physician to indicate current medication therapy for active or latent tuberculosis.

An employee who refuses to voluntarily submit to a TB skin test (PPD) shall be counseled by a licensed health care provider. If the employee continues to refuse TB skin testing, a referral shall be made to the employee's private physician. The employee shall have 72 hours to provide documentation of the required TB skin test or agree to be tested within the Department of Correction. The employee may work during this 72 hour period. Failure to comply with Tuberculosis Screening requirements shall subject the employee to the provisions in accordance with Section 5 of this Directive.

7. Exceptions. Any exception to the procedures in this Administrative Directive shall require prior written approval from the Commissioner.